

**METHOD AND SYSTEM FOR  
DEVELOPING TEACHING AND  
LEADERSHIP CHARACTERISTICS AND  
SKILLS**

**U.S. Patent Application Serial No.  
10/016,905**

**Filed December 14, 2001**

**Attorney Docket No. D4701-00198**

**Exhibit     A**



**Hay Group**  
 33 Grosvenor Place  
 London  
 SW1X 7HG  
 Tel: 020 7856 7000  
 Fax: 020 7856 7100

**INVOICE**

Con Harkin	Invoice	960-7
Bruche County Junior School	Account No.	011-0976001
Seymour Drive	Date/Tax Point	31-January-2001
Padgate	P.O. Ref.	
Warrington		
Cheshire, WA1 3TT		

Description	Amount	VAT Rate
Subscription to Transforming Learning		S
Subscription to Transforming Learning for 5 schools - Bruche, Broomfields, Bewsey Lodge, Padgate and St. Matthew's. Year 1 of 2.		

Total

**VAT Summary**

Code	%	Amount	VAT
S	17.50		
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

Total VAT

Total Payable

**CHANGING INVOICE PAPER FOR PAPERLESS**

Please remit payment to:  
 The Hay Group Management Limited  
 33 Grosvenor Place  
 London  
 SW1X 7HG

Bank transfers to:  
 Bank of Scotland  
 38 Threadneedle Street  
 London  
 EC2P 2EH

VAT Registration No. GB 497 6415 95

Registered in England & Wales No.763575

A/c Name: The Hay Group Management Limited  
 A/c No.:   
 Sort Code: 12-01-03

**Hay Group**  
33 Grosvenor Place  
London  
SW1X 7HG  
Tel: 020 7856 7000  
Fax: 020 7856 7100

## INDEX

Mr John Manning  
Egerton Primary School  
Bexton Road  
Knutsford  
Cheshire, WA16 0EE

Invoice	960-9
Account No.	011-0977001
Date/Tax Point	31-January-2001
P.Q. Ref.	

Description		Amount	VAT Rate
Subscription to Transforming Learning		100.00	5
Subscription to Transforming Learning for Year 1 of 2.			
Total		100.00	
Total VAT		5.00	
Total Payable		105.00	

  

VAT Summary			
Code	%	Amount	VAT
S	17.50	100.00	17.50
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

STEELE, NICHOLAS R. JR.

Please remit payment to:  
The Hay Group Management Limited  
33 Grosvenor Place  
London  
SW1X 7HG

Bank transfers to:  
Bank of Scotland  
38 Threadneedle Street  
London  
EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited  
A/c No.: ~~444444~~  
Sort Code: 12-01-03

Registered in England & Wales No.763575

## Hay Growth

**Hay Group**  
33 Grosvenor Place

33 Grosvenor Place

London

SWIX 7HG

Tel: 020 7856 7000

Fax: 020 7856 7100

Mike McLaughlin

## Invoice

960-10

Peover School

Stocks Lane

Over Peover

Knutsford

Cheshire, WA16 8TU

Account No.

011-0976001

Date/Tax Point

31-January-2001

P.O. Ref.

Description	Amount	VAT Rate
Subscription to Transforming Learning	4,400.00	S
Subscription to Transforming Learning for Year 1 of 2.		

				Total	
VAT Summary				Total VAT	
Code	%	Amount	VAT		
S	17.50	<del>133.00</del>	<del>23.28</del>		
E	0.00	0.00	0.00		
Z	0.00	0.00	0.00	Total Payable	

STEERING: 100% RAMP UP FOR 15 SECS.

Please remit payment to:

The Hay Group Management Limited

33 Grosvenor Place

London

SW1X 7HG

Bank transfers to:

**Bank of Scotland**

38 Threadneedle Street

London

EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited

A/c No.: ~~XXXXXXXXXX~~

Sort Code: 12-01-03

Registered in England & Wales No.763575

## How Green



**Hay Group**  
33 Grosvenor Place  
London  
SW1X 7HG  
Tel: 020 7856 7000  
Fax: 020 7856 7100

Ms Lyn Fryer  
Worthing High School  
South Farm Road  
Worthing  
West Sussex, BN14 7AR

Invoice	960-18
Account No.	011-0989001
Date/Tax Point	13-February-2001
P.O. Ref	

Description		Amount	VAT Rate
Subscription to Transforming Learning		100000	S
Subscription to Transforming Learning, Year 1 of 1.			
Total		100000	
Total VAT		17500	
Total Payable		117500	

  

VAT Summary			
Code	%	Amount	VAT
S	17.50	100000	17500
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

Please remit payment to:  
The Hay Group Management Limited  
33 Grosvenor Place  
London  
SW1X 7HG

Bank transfers to:  
Bank of Scotland  
38 Threadneedle Street  
London  
EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited  
A/c No.: ~~00000000~~  
Sort Code: 12-01-03

Registered in England & Wales No.763575

## HayGrown

**Hay Group**  
33 Grosvenor Place

London  
SW1X 7HG  
Tel: 020 7856 7000  
Fax: 020 7856 7100

Mr R Eastthorpe

**Invoice**

960-19

Cheam Common Junior School  
Kingsmead Avenue

Account No.

011-0982001

Worcester Park  
Surrey, KT4 8UT

Date/Tax Point

13-February-2001

P.O. Ref.

Description		Amount	VAT Rate
Subscription to Transforming Learning		1000.00	5
Subscription to Transforming Learning, Year 1 of 1.			
Total		1000.00	
Total VAT		50.00	
Total Payable		1050.00	

VAT Summary			
Code	%	Amount	VAT
S	17.50	1000.00	175.00
E	0.00	0.00	0.00
Z	0.00	0.00	0.00

SPENCER INVOICER TELEPHONE CO.

Please remit payment to:  
The Hay Group Management Limited  
33 Grosvenor Place  
London  
SW1X 7HG

Bank transfers to:  
Bank of Scotland  
38 Threadneedle Street  
London  
EC2P 2EH

VAT Registration No. GB 497 6415 95  
Registered in England & Wales No.763575

A/c Name: The Hay Group Management Limited  
A/c No.: ~~XXXXXXXXXX~~  
Sort Code: 12-01-03



**Hay Group**  
33 Grosvenor Place  
London  
SW1X 7HG  
Tel: 020 7856 7000  
Fax: 020 7856 7100

**VOICE**

Mr Eric Dawson

## Invoice

960-20

Sir William Romneys School  
Lowfield Road  
Tetbury  
Gloucestershire, GL8 8AE

Account No.

011-0990001

Date/Tax Point  
P.O. Ref.

13-February-2001

Description		Amount	VAT Rate
Subscription to Transforming Learning			S
Subscription to Transforming Learning, Year 1 of 1.			
Total			
Total VAT			
Total Payable			

  

VAT Summary			
Code	%	Amount	VAT
S	17.50		
E	0.00		
Z	0.00		

**SHERMAN-WOODS ASSOCIATES, INC.**

Please remit payment to:  
The Hay Group Management Limited  
33 Grosvenor Place  
London  
SW1X 7HG

Bank transfers to:  
Bank of Scotland  
38 Threadneedle Street  
London  
EC2P 2EH

VAT Registration No. GB 497 6415 95

A/c Name: The Hay Group Management Limited  
A/c No.: ~~454545~~  
Sort Code: 12-01-03

Registered in England & Wales No.763575

## Hot Spots

